

Good morning Denise,

I cannot be there this morning until 10 AM. In the meantime, here is a thumbnail sketch of our position:

The VSEA position for over 25 years has been essentially as follows:

The criminal justice training council, with one exception, is made up of law enforcement agency heads, or their designees, who generally are the law-enforcement directors.

The fear is that what the head of agency cannot accomplish through the collective bargaining, grievance process might be accomplished through the back door, by filing a complaint seeking to decertify an officer.

Unlike the grievance process, where the final decision is made by an independent party like the state labor relations board or an arbitrator, the final decision at the council is made by managers who sit on the council.

From an officer's perspective, if the union can save the person's job, the employee may still lose his or her job as a law-enforcement officer if their status as a law-enforcement officer is removed.

In that scenario, management has accomplished its objective to discharge the employee through the de-certification process. And in the meantime, the collective bargaining process has been sidelined.

It is our position that a decision on decertification should be made by an independent body, which could be an arbitrator mutually selected, the state labor relations board, OPR or other like independent entity.

Thank you.

Sent from my iPhone